Maureen L. Ambrose

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Research Interests:

- Organizational fairness
- Ethics in organizations
- Workplace deviance

Teaching Interests:

- Organizations Behavior
- Negotiation and Conflict Management
- Leadership and Managerial Skills

Education:

Ph.D., 1986	University of Illinois at Urbana-Champaign Major: Industrial/Organizational Psychology Minors: Quantitative Psychology; Organizational Behavior
A.M., 1983	University of Illinois at Urbana-Champaign Major: Industrial/Organizational Psychology
B.A., 1980	University of California at Santa Barbara Major: Experimental Psychology Graduated Summa Cum Laude

Professional Experience:

7/10- Present	Gordon J. Barnett Professor of Business Ethics, Management Department University of Central Florida, Orlando, Florida 32816
8/99- present	Professor, Management Department University of Central Florida, Orlando, Florida 32816

8/97- 8/99	Director of Research, College of Business University of Colorado at Boulder, Boulder, Colorado 80309
8/91- 8/99	Associate Professor, Department of Management University of Colorado at Boulder, Boulder, Colorado 80309
8/85 - 8/91	Assistant Professor, Department of Management and Organizations, University of Iowa, Iowa City, Iowa 52242

Teaching Experience:

Ph.D.
Organizational Behavior
Workplace Deviance
Organizational Justice

Executive MBA

Organizational Behavior
Negotiation and Conflict Management

Masters
Organizational Behavior
Conflict Management and Negotiation
Organizational Change
Leadership and Managerial Skills
Managing Group Behavior

Undergraduate
Organizational Behavior
Leadership and Managerial Skills

Publications:

Wo, X., Ambrose, M. L., & Schminke, M. (in press). What drives trickle-down effects of justice: A test of three mediators. *Academy of Management Journal*.

Priesemuth, M., Schminke, M., Ambrose, M., & Folger, R. (in press). Abusive supervision climate: a multiple mediation model of its impact on group & individual outcomes. *Academy of Management Journal.*

Ambrose, M. L., Wo, X. H., & Griffith, M. D. (accepted). Overall justice: Looking back and looking forward. To appear in R. S. Cropanzano and M. L. Ambrose (Eds). *The Oxford University Press Handbook on Justice in the Workplace*.

Wo, X. & Ambrose, M. L. (accepted). A multiple mediator model of trickle down effects. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.) *Research in Social Issues in Management.*

Schminke, M., Caldwell, J., Ambrose, M. L., & McMahon, S. (2014). Better than ever? An investigation of the ethical recovery paradox. *Organizational Behavior and Human Decision Processes, 123,* 206-219.

Ambrose, M. L., Schminke, M., & Mayer, D. (2013). Trickle-down effects of supervisor perceptions of interactional justice: A moderated mediation approach. *Journal of Applied Psychology, 98,* 678-689.

Mitchell, M. S., & Ambrose, M. L. (2012). Employees' behavioral reactions to supervisor aggression: An examination of situational and individual factors. *Journal of Applied Psychology, 97, 1148-1170.*

Ambrose, M.L. (2011). It's fairly political around here: The relationship between perceptions of organizational politics and organizational justice. In G. R. Ferris & D. C. Treadway (Eds.), *Politics in Organizations: Theory and Research.* Routledge Psychology Press, New York.

Seabright, M., Ambrose, M., & Schminke, M. (2010). Two images of workplace sabotage: Extreme and insidious. In J. Greenberg (Ed.) *Insidious Workplace Behavior* (pp. 77-99), Routledge/Psychology Press, New York.

Ambrose, M. L., & Schminke, M. (2009). The role of overall justice judgments in organizational justice research. *Journal of Applied Psychology, 94*, 491-500.

Ambrose, M. L., & Schminke, M. (2009). Assessing roadblocks to justice: A model of fair behavior in organizations. *Research in Personnel and Human Resource Management, 28*, 219-263.

Ambrose, M. L., Arnaud, A., & Schminke, M. (2008). Individual moral development and ethical climate: The influence of Person-Organization fit on job attitudes. *Journal of Business Ethics, 77,* 323-334.

Ambrose, M. L. Hess, R. L., & Gansar, S. (2007). The relationship between justice and attitudes: An examination of justice effects on specific and global attitudes. *Organizational Behavior and Human Decision Processes, 103,* 21-36.

Mitchell, M. S., & Ambrose, M. L. (2007). Abusive supervision and workplace deviance and the moderating effects of the negative norm of reciprocity. *Journal of Applied Psychology, 92*, 1159-1168.

Ambrose, M. L., & Schminke, M. (2007). Examining justice climate: Issues of fit, simplicity, and content. In F. Dansereau, & F. J. Yammarino (Eds.), *Research in Multilevel Issues*, vol.6, 397-413. New York, NY: Elsevier.

Alder, G.S., Noel, T.W, & Ambrose, M.L. (2006). Clarifying the effects of Internet monitoring on job attitudes: The mediating role of employee trust. *Information & Management, 43,* 894-903.

Alder, G.S., Ambrose, M.L., & Noel, T.W. (2006). The effect of formal advance notice and justification on Internet monitoring fairness: Much ado about nothing? *Journal of Leadership and Organizational Studies, 13*, 93-107.

Alder, G. S., & Ambrose, M. L. (2005). Feedback's influence on the perceived fairness of computer performance monitoring: An empirical investigation. *Organizational Behavior and Human Decision Processes, 97,* 161-177.

Schminke, M., Ambrose, M. L., & Neubaum, D. O. (2005). The effect of leader moral development on ethical climate and employee attitudes. *Organizational Behavior and Human Decision Processes, 97,*135-151.

Ambrose, M. L., & Arnaud, A. (2005). Are procedural justice and distributive justice conceptually distinct? In J. Greenberg and J. Colquitt (Eds.) *The handbook of organizational justice: Fundamental questions about fairness in the workplace* (pp. 59-84). Hillsdale, NJ: Erlbaum.

Alder, G. S., & Ambrose, M. L. (2005). Toward understanding fairness judgments associated with computerized performance monitoring: An integration of feedback, justice, and monitoring research. *Human Resource Management Review, 15*, 43-67.

Ambrose, M. L., & Rosse, J. G. (2003). Procedural justice and personality testing: When sincerity matters. *Group and Organization Management, 28*, 502-526.

Ambrose, M. L., & Cropanzano, R. S. (2003). A longitudinal analysis of organizational fairness: An examination of reactions to tenure and promotion decisions. *Journal of Applied Psychology, 88*, 266-275.

Ambrose, M. L., & Schminke, M. (2003). Organization structure as a moderator of the relationship between procedural justice, interactional justice, perceived organizational support and supervisory trust. *Journal of Applied Psychology, 88*, 295-305.

Schminke, M., Ambrose, M. L., & Miles, J. A. (2003). Ethical frameworks: An examination of sex differences, setting, and accuracy of perceptions. *Sex Roles, 48*, 361-375.

Ambrose, M. L. (2002). Organizational justice in the 21st Century: Three themes in contemporary research. *Organizational Behavior and Human Decision Processes, 89*, 803-812.

Ambrose, M. L., Seabright, M., & Schminke, M. (2002). Sabotage in the workplace: The role of organizational injustice. *Organizational Behavior and Human Decision Processes, 89*, 947-965.

Ambrose, M. L., & Kulik, C. T. (2001). How do I know that's fair? A categorization approach to fairness judgments. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.) Research *in Social Issues in*

Management: Theoretical and cultural perspectives on organizational justice (pp. 35-63). Greenwich, CT: IAP Press.

Ambrose, M.L., & Schminke, M. (2001). Are flexible organizations the death knell for the future of procedural justice? In R. Cropanzano (ed.) *Justice in the workplace II: From theory to practice* (229-244). Hillsdale, NJ: Erlbaum.

Cropanzano, R.S., & Ambrose, M.L. (2001). Procedural and distributive justice are more similar than you think: A monistic perspective and research agenda. In J. Greenberg and R. Cropanzano (eds.) *Advances in organizational justice* (pp. 119-151). Palo Alto, CA: Stanford University Press.

Ambrose, M. L., & Daily, C. M. (2001). From the editors: The roles of a scholar in the publication process. *Academy of Management Journal, 43*, 247-248.

Schminke, M., Ambrose, M. L., & Cropanzano, R. (2000). The effect of organizational structure on perceptions of fairness. *Journal of Applied Psychology, 85*, 294-304.

Ambrose, M.L., & Alder, G.S. (2000). Designing, implementing, and utilizing computerized performance monitoring: Enhancing organizational justice. In G. Ferris (ed.) *Research in Personnel and Human Resource Management* (Vol. 18), pp187-220. Greenwich, CT: JAI, Press.

Ambrose, M. L. (2000). Drug testing and procedural fairness: The influence of situational variables. *Social Justice Research, 13*, 25-40.

Ambrose, M. L., & Schminke, M. (1999). Sex differences in business ethics: The importance of perceptions. *Journal of Managerial Issues, 11*, 454-474.

Ambrose, M. L., & Kulik, C. T. (1999) Old friends, new faces: Motivation in the 1990s. *Journal of Management, 25*, 231-292.

Ambrose, M.L., Alder, G.S., & Noel, T.W. (1998). Electronic monitoring and ethics: A consideration of employer and employee rights. In M. Schminke (ed.) *Managerial ethics: Morally managing people and processes* (pp.61-80). Hillsdale, NY: Erlbaum.

Schminke, M., Ambrose, M.L., & Noel, T.W. (1997) The effect of ethical frameworks on perceptions of organizational justice. *Academy of Management Journal, 40*, 1190-1207.

Schminke, M., & Ambrose, M.L. (1997). Asymmetric perceptions of ethical frameworks of men and women in business and nonbusiness settings. *Journal of Business Ethics, 16*, 719-729.

Kulik, C.T., Lind, E.A., Ambrose, M.L., & MacCoun, R.J. (1996). Understanding gender differences in distributive and procedural justice. *Social Justice Research, 9*, 351-369.

Ambrose, M.L. & Harland, L.K. (1995). Procedural justice and influence tactics: Fairness, frequency, and effectiveness. In R. Cropanzano & K. M. Kacmar (eds.) *Organizational politics, justice, and support: Managing social climate at work* (pp.97-130). Westport, CT: Quorum Press.

Ambrose, M.L. & Kulik, C.T. (1994). Computerized performance monitoring: The influence of performance pattern and information format on appraisal judgments. *Journal of Applied Social Psychology, 24*, 801-823.

Kulik, C.T. & Ambrose, M.L. (1993). Category-based and feature-based processes in performance appraisal: Integrating visual and computerized sources of performance data. *Journal of Applied Psychology, 78*, 821-830.

Lind, E.A., Kulik, C.T., Ambrose, M.L., & de Vera, M.V. (1993). Outcome and process concerns in organizational dispute resolution. *Administrative Science Quarterly, 38*, 224-251.

Kulik, C.T. & Ambrose, M.L. (1993). The impact of computerized performance monitoring design features on the performance appraisal process. *Journal of Managerial Issues*, V, 182-197.

Kulik, C.T., & Ambrose, M.L. (1992). Personal and situational determinants of referent choice. *Academy of Management Review, 17*, 212-237.

Ambrose, M.L., Harland, L., & Kulik, C.T. (1991). The influence of social comparisons on perceptions of organizational fairness. *Journal of Applied Psychology, 76*, 239-246.

Lind, E.A., Ambrose, M.L., Kulik, C.T., Park, M.V. (1990). Perspective and procedural justice: Attorney and litigant evaluations of court procedures. *Social Justice Research, 4*, 325-336.

Ambrose, M.L., & Kulik, C.T. (1989). The influence of social comparisons on perceptions of procedural fairness. *Journal of Business and Psychology, 4*, 129-138.

Ambrose, M.L., & Kulik, C.T. (1988). Referent Sharing: Convergence within workgroups of perceptions of equity and referent choice. *Human Relations, 41*, 697-707.

Oldham, G.R., Kulik, C.T., Ambrose, M.L., Stepina, L.P., and Brand, J.F. (1986). Relations between job facet comparisons and employee reactions, *Organizational Behavior and Human Decision Processes, 38*, 28-47.

Oldham, G.R., Kulik, C.T., Stepina, L.P., & Ambrose, M.L. (1986). Personal and structural correlates of the comparative referents used by employees. *Academy of Management Journal, 29*, 599-608.

Manuscripts under review and revision:

Soenen, G., Melkonian, T., & Ambrose, M. L. The dynamics of justice judgments during organizational change: the antecedents and consequences of phase-shifting perceptions. Revise and resubmit *Academy of Management Journal*.

Melkonian, T., Soenen, G., & Ambrose, M. L. Anticipatory justice in a change context: toward a better understanding of justice expectations. Revise and resubmit *Journal of Business Ethics*.

Mawritz, M. & Ambrose, M. L. Supervisor, subordinate, and situational antecedents of abusive supervision. Under review *Human Relations*.

Books:

Cropanzano, R. S., & Ambrose, M. L., Eds. (forthcoming). *The Oxford University Press Handbook of Workplace Justice*.

Book Reviews:

Ambrose, M.L. (1993). A review of "Issues, theory, and research in industrial/ organizational psychology." *Contemporary Psychology.*

Ambrose, M.L. (1992). Leadership: What we know, what we don't. A review of the Bass and Stogdill handbook of leadership, 3rd Ed. *Contemporary Psychology, 37*, 64-65.

Practitioner Publications:

Ambrose, M. L. (2011). Fairness in organizations. Henry Stewart Talks. Organizational Behavior series.

Ambrose, M. L. (1998). Firms focus on ethics must start at the top. *Boulder County Business Report*, June.

Ambrose, M.L. (1995). Making computerized performance monitoring systems work for you. *Colorado Business Review, 55*, 3-4.

Ambrose, M. L. (1991). Computerized performance monitoring: Does the format of information matter? *Iowa Business, 2*, 9-11.

Work in Progress:

Mitchell, M. S., Baer, M. D., Ambrose, M. L., Folger, R., & Palmer, N. F. By hook or by crook: How employees' performance concerns motivate workplace cheating behavior.

Ambrose, M. L., & Mayer, D. Justice climate and workgroup outcomes: the role of coworker fair behavior and workgroup structure.

Ambrose, M. L. & Schminke, M. Assessing justice: An examination of indirect, direct, and global measures.

Ambrose, M. L., & Ganegoda, D. Supervisor consequences of abusive supervision.

Ambrose, M. L., Ganegoda, D., & Taylor, R. M. Machiavellianism, Theory X and instrumental abusive supervision.

Ambrose, M. L., Hess, R., & Taylor, R. M. Antecedents and consequences of prosocial rule-breaking.

Papers and Presentations:

Wo, X. H., Ambrose, M. L., & Schminke, M. (2014). The trickle-up effects: How customer deviance behavior influences employee deviance behavior. Presented at the Academy of Management meeting, Philadelphia.

Priesemuth, M., Schminke, M., Ambrose, M., & Folger, R. (2013). Abusive supervision climate: a multiple mediation model of its impact on group & individual outcomes. Presented at the Academy of Management meeting, Orlando.

Wo, X., Ambrose, M. L., & Schminke, M. (2013). Trickle-down justice: An examination of process. Presented at the Academy of Management meeting, Orlando.

Mitchell, M. S., Baer, M., Ambrose, M. L., Folger, R., & Palmer, N. (2013). Unethical and self-interested behavior in organizations: Examining antecedents of workplace cheating. Presented at the Academy of Management meeting, Orlando.

Soenen, G., Melkonian, T., & Ambrose, M. L. (2013). Justice judgments during organizational change. Presented at the Society for Industrial and Organizational Psychology, Houston.

Ambrose, M. L. (2013). Why treat people that way? Supervisor consequences of abusive supervision. Presented at the meeting of the Society for Organizational Behavior. Ft. Collins.

Ganegoda, D. & Ambrose, M. L. (2012). Abusive supervision for instrumental reasons? An examination of Machiavellianism and Theory X and Y beliefs as antecedents of supervisor abuse. To be presented at the Academy of Management meeting, Boston.

Soenen, G., Melkonian, T., & Ambrose, M. L. (2012). The dynamics of justice judgments during organizational change: the antecedents and consequences of phase-shifting perceptions. The International Justice Roundtable. Nice, France.

Ambrose, M. L. (2012). Organizational politics and organizational justice. Presented as part of the Politics in Organizations: Theory and Research Considerations symposium at the annual meeting of the Society of Industrial and Organizational Psychology, San Diego.

Ambrose, M. L., & Ganegoda, D. B. (2011). Why treat people like this? Supervisor consequences of abusive supervision. Presented at the annual meeting of the Academy of Management, San Antonio.

Melkonian, T., Soenen, G., & Ambrose, M. L. (2011). The role of anticipatory justice perceptions on employees' cooperation in a merger context. Presented at the annual meeting of the Academy of Management, San Antonio.

Ambrose, M. L. & Schminke, M. (2010). Measuring justice: An examination of indirect, direct and overall justice. Presented at the annual meeting of the Academy of Management, Montreal.

Mitchell, M. S., Schminke, M., Ambrose, M. L., & Palmer, N. F. (2009). Paper presented as part of the New Developments in Abusive Supervision Research symposium at the annual meeting of the Academy of Management, Chicago.

Bardes, M. & Ambrose, M. L. (2008). Supervisor, subordinate, and situational antecedents of abusive supervision. Presented at the annual meeting of the Academy of Management, Anaheim.

Mayer, D., Ambrose, M. L., & Schminke, M. (2008). Justice on the loose. Presented at International Roundtable on Organizational Justice, Lisbon, June.

Ambrose, M. L., & Mitchell, M. (2008). Organizational justice, workplace deviance, and exchange relationships. Presented at Workshop on Research Advances in Organizational Behavior, Human Resources Management, and Corporate Social Responsibility, Toulouse, France, May.

Ambrose, M. L., Schminke, M., & Kuenzi, M. (2008). Effects of justice orientation and moral identity on fairness behavior. Presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, April.

Ambrose, M. L., & Schminke, M. (2007). Roadblocks to justice: A four-component model of fair behavior. Presented at the Society for Organizational Behavior, October.

Ambrose, M. L., & Schminke, M. (2007). Why do people behave unfairly? Presented at the Workshop on Research Advances in Organizational Behavior, Human Resources Management, and Corporate Social Responsibility, University of Toulouse 1, Toulouse, France, May.

Ambrose, M. L., & Schminke, M. (2006). Roadblocks to justice: A four-component model of fairness behavior. Presented at the International Roundtable on Organizational Justice, Tucson, Arizona, November.

Ambrose, M. L., & Schminke, M. (2006). An examination of overall justice. Presented at the annual meeting of the Society of Industrial and Organizational Psychology, Dallas, May.

Ambrose, M. L., & Schminke, M. (2005). Overall justice: Some empirical observations. Presented at the annual Society of Organizational Behavior meeting, Minneapolis, October.

Neubaum, D. O., & Ambrose, M. L. (2005). Does it pay to be nice? Organizational care, performance, and the moderating role of discretion. Presented at the annual meeting of the Strategic Management Society, Orlando, October.

Kuenzi, M. & Ambrose, M. L. (2005). The moderating effect of organizational justice climate on the relationship between individual justice perceptions and outcomes. Presented at the annual meeting of the Academy of Management, Honolulu, August.

Arnaud, A., Ambrose, M. L., & Schminke, M. (2005). Ethical work climate: A fresh breeze in sight. Paper presented at the annual meeting of the Academy of Management, Honolulu.

Alder, G. S., Ambrose, M. L., & Noel, T. (2005). Clarifying the effects of Internet monitoring on job attitudes: The mediating role of employee trust. To be presented at the annual meeting of the Academy of Management, Honolulu, August.

Mitchell, M. S., & Ambrose, M. L. (2005). Organizational justice as a moderator of the relationship between outcome favorability and workplace deviance. Presented at the annual meeting of the Midwest Academy of Management, Chicago, IL.

Mitchell, M. & Ambrose, M. L. (2004). Abusive supervision and workplace deviance: Moderating effects of negative reciprocity. Presented at the annual meeting of the Academy of Management, New Orleans, August.

Arnaud, A., Ambrose, M. L., & Schminke, M. (2004). A psychological process model of ethical work climate. Presented as part of the Ethical Work Climate: A Weather Forecast symposium at the annual meeting of the Academy of Management, New Orleans.

Mitchell, M. & Ambrose, M. L. (2004). Is workplace deviance a victim's response to unfair exchange? Presented at the annual meeting of the Society of Industrial and Organizational Psychology, Chicago, April.

Ambrose, M. L. (2003). Taking ethics mainstream: Lessons from organizational justice. Presented at the professional development workshops at the Academy of Management meeting, Seattle, August.

Ambrose, M. L., Noel, T. W., & Alder, G. S. (2002). The effect of advance notice, justification, and trust on employee reactions to Internet monitoring. Presented at the annual meeting of the Academy of Management, Denver.

Arnaud, A., Ambrose, M. L., & Schminke, M. (2002). Individual moral development and ethical climate: The influence of P-O fit on job attitudes. Presented at the annual meeting of the Academy of Management, Denver.

Ambrose, M. L., & Hess, R. L. (2001). Organizational justice and customer satisfaction. Presented at the International Roundtable on Organizational Justice, Vancouver, Canada.

Alder, G. S., & Ambrose, M. L. (2001). The effect of feedback on performance in a computer monitored environment. Presented at the annual meeting of the Academy of Management, Washington, DC.

Ambrose, M. L., and Schminke, M. (2000). Organization structure as a moderator of the relationship between procedural/interactional justice and overall fairness judgments. Paper presented at the annual meeting of the Academy of Management, Toronto.

Seabright, M., Ambrose, M. L., and Schminke, M. (2000). Two images of workplace sabotage: Hot and cold deviance. Paper presented at the annual meeting of the Academy of Management, Toronto.

Schminke, M., and Ambrose, M. L. (2000). Entrepreneurship and ethics: A multi-level analysis. Paper presented at the annual meeting of the Academy of Management, Toronto.

Ambrose, M. L., Seabright, M., and Schminke, M. (2000). Sabotage at work: The role of organizational justice. Paper presented at the annual meeting of the International Association of Business and Society, Essex Junction, VT. Published in the Proceedings of the 12th Annual Meeting of the International Association of Business and Society.

Ambrose, M. L., & Kulik, C. T. (1999). How do I know that's fair? A categorization approach to fairness judgments. Presented at the International Roundtable on Organizational Justice, Nice, France.

Ambrose, M. L., Seabright, M., & Schminke, M. (1999). Sabotage in the workplace: A justice analysis of dysfunctional behavior. Presented at the Society for Industrial and Organizational Psychology annual meeting. Atlanta, Georgia.

Ambrose, M.L., & Schminke, M. (1998). Procedural justice in the 2st1 Century. Presented at the International Social Justice Research Conference, Denver, May.

Alder, G.S., & Ambrose, M.L. (1997). Electronic monitoring and ethics: A consideration of employer and employee rights. Presented at the Academy of Management meetings, Boston.

Schminke, M., Ambrose, M.L., & Miles, J. (1997). Ethical frameworks: An examination of sex differences, setting, and accuracy of perceptions. Presented at the Academy of Management meetings, Boston.

Ambrose, M. L., & Harland, L. K. (1996). Organizational fairness and selection tests: The role of job-relatedness and justification. Presented at the Academy of Management meetings, Cincinnati.

Alder, G. S., & Ambrose, M. L. (1996). Designing, implementing, and utilizing computerized performance monitoring: An organizational justice approach. Presented at the Academy of Management meetings, Cincinnati.

Cropanzano, R., & Ambrose, M. L. (1996). There's no such thing as procedural justice. Presented at the meetings of the Society for Industrial and Organizational Psychology, San Diego.

Ambrose, M.L., & Cropanzano, R. (1995). Organizational fairness and promotion and tenure procedures. Presented at the Academy of Management meeting, Vancouver.

Kulik, C.T., Ambrose, M.L., & Schmidtke, J.M. (1995). Computer-based performance appraisals: The effect of information format and processing goals. Presented at the Midwest Psychological Association conference, Chicago.

Schminke, M., Ambrose, M.L., & Noel, T.W. (1994). The effect of ethical frameworks on perceptions of organizational justice. Presented at the Academy of Management meeting, Dallas.

Ambrose, M.L. & Rosse, J.R. (1993). Relational justice and personality testing: Sometimes nice guys do finish last. Presented at the Academy of Management meeting, Atlanta.

Ambrose, M.L. (1992). Drug testing procedures and organizational fairness. Paper presented at the Academy of Management meetings, Las Vegas.

Kulik, C.T. & Ambrose, M.L. (1992). Justice, gender, and power. Paper presented at the Academy of Management meetings, Las Vegas.

Harland, L. K., & Ambrose, M. L. (1992). From Bobby Knight to the Mayflower Madam: Using popular press books to integrate theory and practice in OB classes. Workshop presented at annual Organizational Behavior Teaching Conference, Calgary.

Ambrose, M.L., & Kulik, C.T. (1992). Access to computer monitored information: A comparison of social and non-social targets. Paper presented at the annual meetings of the Society for Industrial and Organizational Psychology, Montreal.

Kulik, C.T. & Ambrose, M.L. (1991). Category-based and feature-based processes in performance appraisal: Integrating visual and computerized sources of performance data. Paper presented at the Academy of Management meetings, Miami.

Ambrose, M.L. (1991). Drug testing procedures and organizational fairness. Paper presented as part of an invited symposium at the annual meetings of the Midwestern Psychological Association, Chicago.

Ambrose, M.L., Harland, L., & Kulik, C.T. (1989). The influence of social comparisons on perceptions of organizational fairness. Paper presented at the Academy of Management meetings, Washington, D.C.

Ambrose, M.L., & Kulik, C.T. (1989). Computerized monitoring: The effect of information format on appraisal judgments. Paper presented at the meetings of the Society for Industrial and Organizational Psychology, Boston.

Ambrose, M.L. (1987). Evaluative judgments: Retrieval and computational judgment processes. Paper presented as part of the Employee Judgment Processes in Organizations symposium at the Academy of Management meetings, New Orleans.

Ambrose, M.L. (1987). The influence of process control on the evaluation of intangible outcomes. Paper presented at the 98th convention of the American Psychological Association, New York.

Ambrose, M.L. and Kulik, C.T. (1985). Referent Sharing: Convergence of perceptions of equity and choice of referents within groups. Paper presented at the Academy of Management meetings, San Diego.

Ambrose, M.L. (1983). Application of Item Response Theory to the detection of item bias between males and females on a test of mathematical ability. Paper presented at the 94th Convention of the American Psychological Association. Paper received the Robert S. Wherry, Sr. Award for the Division 14 Best Student Paper.

Conference Activities:

Discussant. (2012). Affective and cognitive perspective on fairness. Society for Industrial and Organizational Psychology meeting, San Diego

Panelist (2011). Advising the advisors. Southern Management Association meetings, Savannah, November.

Chair (2011). Ethics and integrity in the publishing process: Mythology, facts, and solutions. Academy of Management meetings, San Antonio, August.

Panelist (2011). Organizational justice: breaking the boundaries and forging new directions. Academy of Management meetings, San Antonio, August.

Discussant (2010). Destructive supervisor behavior: New developments in theory and consequences to supervisor wrongdoing. Academy of Management meetings, Montreal, August.

Faculty participant (2010). Human Resource Management division junior faculty workshop.

Faculty participant (2009). Human Resource Management division junior faculty workshop.

Discussant (2009). "To deviate or not to deviate: That is the question" unmasking constructive deviance. Academy of Management meetings, Chicago, August.

Discussant (2008). Ostracism and social exclusion. Academy of Management meetings, Anaheim, August.

Faculty participant (2004). Conflict Management division workshop on organizational justice. Academy of Management meetings, New Orleans, August.

Faculty participant (2003). Doctoral student consortium. Southern Management Association meetings, Clearwater.

Panelist (2003). I/O psychologist in business schools. Presented at the meeting of the Society of Industrial and Organizational Psychologist, April, Orlando.

Faculty participant (2002). OB/ODC/OMT Doctoral student consortium. Academy of Management meetings, Denver.

Panelist (2002). AMJ reviewing workshop: roundtable chair. Academy of Management meetings, Denver.

Panelist (2001). The craft of reviewing. Academy of Management meetings, Washington, DC.

Panelist (2001). Editor's panel HR Junior faculty/Doctoral student consortium. Academy of Management meetings, Washington, DC.

Panelist (2000). Editor's panel HR Junior faculty/Doctoral student consortium. Academy of Management meetings, Toronto.

Faculty presenter (1999). HR Doctoral student consortium. Academy of Management meetings, Chicago.

Facilitator (1998). OB Faculty Forum: Work and well being in the 21st Century, Academy of Management meetings, San Diego.

Facilitator (1997). OB Faculty Forum: Surviving and thriving at the OB/HR interface, Academy of Management meetings, Boston.

Senior Faculty facilitator (1996). OB/HR Junior Faculty Consortium, Academy of Management meetings, Cincinnati.

Faculty participant (1996). Doctoral student consortium, Midwest Academy of Management meetings, Kansas City.

Senior Faculty facilitator (1995). OB/HR Junior Faculty Consortium, Academy of Management meetings, Vancouver.

Co-Chairperson (1994). Beyond Individual Justice: A Multi-Level Look at the Role of Organizational Fairness. Joint symposium (Conflict Management, Organizational Behavior, and Organization and Management Theory), Academy of Management meetings, Dallas.

Chairperson (1994). Society for Industrial and Organizational Psychology Career Service Award.

Chairperson (1993). Procedural Justice. Organizational Behavior session, Academy of management meetings, Atlanta.

Chairperson (1991). Organizational Fairness: The Role of Justice in Organizations. Invited symposium at the annual meetings of the Midwestern Psychological Association, Chicago.

Chairperson (1990). Decision making. Personnel and Human Resources session, Academy of Management meetings, San Francisco.

Chairperson (1989). Decision making and performance appraisal. Personnel and Human Resources session, Academy of Management meetings, Washington, D.C.

Co-chair (1987) of the Employee Judgment Processes in Organizations symposium at the Academy of Management meetings, New Orleans.

Participant (1987). Organization and Management Theory Junior Faculty Workshop, Academy of Management meetings, New Orleans, 1987.

Chairperson (1986). New directions in job design. Organizational Behavior session, Academy of Management meetings, Chicago.

Invited Academic Presentations:

Consequences of abusive supervision. London School of Economics, March, 2013.

Organizational justice: a brief overview. EMLyon, Lyon, France, February, 2013.

Supervisor, subordinate, and situational antecedents of abusive supervision. University of Illinois at Urbana-Champaign, November, 2011.

Supervisor, subordinate, and situational antecedents of abusive supervision. University of Colorado, Boulder, April, 2011.

Evolution of a paper: Double your chances of turning a revision into a publication. Universidade Catolica, Lisbon, November, 2010.

Evolution of a paper: Double your chances of turning a revision into a publication. Universitat Pompeu Fabra, November, 2010.

How to do a good review of a manuscript for a journal: improve the profession and your career by becoming a master reviewer. Presented at the International Association for Chinese Management Research, Shanghai, June 2010.

Evolution of a paper: Overall justice. Presented at LIRHE, University of Toulouse, June 2008.

Publishing empirical research in top management journals: (Triple your chances of publishing in AMJ and other top outlets). Presented at LIRHE, University of Toulouse, June 2008.

The effect of organizational justice climate on the relationship between individual justice perceptions and attitudes. Louisiana Tech University, April 2007.

Justice climate as a moderator of the relationship between individual justice and attitudes. Presented at Instituto de Empressa, April 2006.

Overall justice: Some empirical observations. Presented at LIRHE, University of Toulouse, March 2006.

The effect of organizational justice climate on the relationship between individual justice and attitudes. Presented at LIRHE, University of Toulouse, March 2006.

Organizational justice and sabotage. Presented at the University of Illinois at Urbana-Champaign, May 2001.

Organizational structure and organizational justice. Presented at Leiden University, Netherlands, May 1999.

Organizational fairness and promotion and tenure procedures. Presented to UNO-SIOP, March, 1998.

Procedural justice and tenure decisions. Presented at the University of Iowa, College of Business, October 1996.

Team teaching and integration (with I. Zigurs). Presented in the University of Colorado College of Business Teaching Seminar, November 1994.

Gender-based asymmetric perceptions of ethical frameworks in business and nonbusiness settings. The Ohio State University, Department of Management Lecture Series. Columbus, Ohio, May 1994.

Using research in the classroom (with K. Nakamoto & B. Lewis. Panel discussion presented in the University of Colorado College of Business Teaching Seminar, March 1993.

Creating synergy: Using small groups in the classroom. University of Colorado at Boulder Graduate Teaching Program Conference, January 1993.

Organizational fairness and drug testing. Presented at the Colorado-Wyoming Industrial and Organizational Psychologists meeting, Spring 1992.

Computerized monitoring: The effect of information format on appraisal judgments. University of Illinois at Urbana-Champaign, Colloquium series, November 1991.

The use of computer-aided simulations in behavioral research. Presentation at the Women in Research Conference, Iowa City, March 1986.

Professional and Educational Presentations

Problem solving in teams. Presented for the UCF News and Information and WUCF TV departments. May, 2012.

Conflict management. Presented for the UCF Executive Development Center Lunch and Learn series. September, 2010.

Negotiating for women. Presented for the UCF Dispute Resolution Services, April 2009.

Conflict management. Presented to the Orange County Health Department, March 2009.

Negotiating for women. Presented to the Orlando Junior League Executive Counsel. February 2008.

Effective negotiation. Presented to the Siemens Women's Reading Group. Fall 2007.

Negotiating a job offer. Presented to Co-hort MBAs. Spring 2007.

Basic negotiation skills. Presented to the University of Central Florida Leadership Institute, April 2003.

Negotiating skills. Presented to the University of Central Florida Leadership Enhancement Program, April 2002, January 2003.

Honing your negotiation skills. Presented at the UCF Women's Research II: Engendering Diversity conference, October 2002.

Effective leadership and conflict management skills. Presented to the University of Central Florida Knights of the Roundtable, February 2001.

Negotiating a job offer. Presented to the University of Central Florida SHRM chapter, April 2000.

Awards and Recognition:

SIOP Scholar (inducted, 2012)
UCF College of Business Excellence in Research Award, 2002, 2007, 2014
UCF Research Incentive Award, 2004, 2009, 2014
UCF Teaching Incentive Program Award, 2004, 2009
UCF College of Business Galloway Award for Research, 2002
UCF Department of Management Galloway Award for Research, 2001, 2002
University of Colorado, Dean's Teaching Scholar 1996, 1997, 1998, 1999
University of Iowa, Old Gold Research Fellowship Recipient, 1987, 1988, 1989, 1990

Professional Activities and Service:

Fellow, Academy of Management
Fellow, Society for Industrial and Organizational Psychology
Fellow, American Psychological Society
Member, Society for Organizational Behavior
Member, International Social Justice Research

Guest Co-Editor, Organizational Behavior and Human Decision Processes Special Issue: Behavioral Ethics (2012-2014)
Guest Co-Editor, Management and Organization Review Special Issue on Publishing and Research Ethics (2010-2011)
Guest Co-Editor, Organizational Behavior and Human Decision Processes Special Issue: Organizational Justice (2002)
Associate Editor, Academy of Management Journal (1999-2001)

Editorial Board, Academy of Management Journal (1993-1996, 2010-2013)
Editorial Board, Journal of Applied Psychology (1996-2000, 2008-present)
Editorial Board, Organizational Behavior and Human Decision Processes (2001-2010)
Editorial Board, Human Resource Management Review (2003-present)

Editorial Board, Journal of Organizational Behavior (2007-2009)
Editorial Board, Journal of Management (1995-2000; 2004-2008)
Editorial Board, Journal of Managerial Issues (1993-2000)

Ad hoc Reviewer, Academy of Management Review
Ad hoc Reviewer, Human Performance
Ad hoc Reviewer, Journal of Business Venturing
Ad hoc Reviewer, Journal of Business Ethics
Ad hoc Reviewer, Journal of Business and Psychology
Ad hoc Reviewer, Journal of Organizational Behavior
Ad hoc Reviewer, Journal of Organizational and Occupational Psychology
Ad hoc Reviewer, Journal of Management Inquiry
Ad hoc Reviewer, Journal of Social Behavior and Personality
Ad hoc Reviewer, Organization Science
Ad hoc Reviewer, Personnel Psychology
Ad hoc Reviewer, Personality and Social Psychology Bulletin

Reviewer, OB Division, Academy of Management Conference
Reviewer, HR Division, Academy of Management Conference
Reviewer, High Technology Management Conference
Reviewer, SIOP Conference

Academy of Management Recognition Awards Evaluation Committee (2011-2012)
Academy of Management Ethics Education Committee (2007-2010)
Academy of Management Blue Ribbon Task Force on Management Education (1997-1999)
Academy of Management Social Events Task Force, Chair (1994-1995)

Academy of Management Board of Governor's Representative-at-Large (2014-2017)
Academy of Management Organizational Behavior Past Division Chair (2007-2008)
Academy of Management Organizational Behavior Division Chair (2006-2007)
Academy of Management Organizational Behavior Division Chair Elect (2005-2006)
Academy of Management Organizational Behavior Division Program Chair (2004-2005)
Academy of Management Organizational Behavior Division Program Chair Elect (2003-2004)
Academy of Management Organizational Behavior Division Cummings Scholar Award Committee (2004, Coordinator, 2007)
Academy of Management Organizational Behavior Division Lifetime Achievement Awards Committee Coordinator (2007)
Academy of Management Organizational Behavior Division Best Paper Award Committee (2003, 2004)
Academy of Management Organizational Behavior Division Events Task Force (1996-2000)
Academy of Management Organizational Behavior Division Representative-at-large (1996-1998)
Academy of Management Organizational Behavior Division Scholarly Achievement Awards Committee (1995)
Academy of Management Human Resource Division Scholarly Achievement Awards Committee (1993, 1994, 1997)

Midwest Academy of Management OB/OT Track Chair (1997-1998)

Society for Organizational Behavior Executive Committee (2008-2011)
Society for Organizational Behavior Member Selection Committee (2008-2012)

SIOP Program Planning Subcommittee for the 1993 APA Convention
SIOP Program Planning Subcommittee for the 1994 SIOP Convention

University, College, and Departmental Service (UCF):

Department

Management Department Strategic Planning Committee, Chair (2014)
Management Department Search Committee, Chair (2014)
Management Department Search Committee (2011, 2013, 2014)
Promotion and Tenure Committee (2000-present)
SACS Assessment Committee (1999-present)
Doctoral Committee (1999-present)
Management/I-O Psychology Joint Colloquium Series Coordinator (2006-present)
Strategic Management Search Committee (2002-03)
Management Department Chair Search Committee (2001)
Human Resource Management Search Committee (2000-01)

College

Finance Department Chair Search Committee (2013-2014)
Dean Search Committee (2011)
Research Committee (2003-2005; 2006-2008; Chair 2007-2010)
Promotion and Tenure Review Committee (2002-2005)
Doctoral Program Review Committee (2002-2006)
Colloquia Series, Department of Management Representative (2000-2006)

University

Research Council (2013-present)
Promotion and Tenure Committee (2008-2010)
Personnel Committee (2002-2004)
Research Incentive Award Selection Committee (2003, 2005, 2007)